



(b) (6), (b) (7)(C)

Associate Information			
Associate Name	(b) (6), (b) (7)(C)	Store #	2605
WIN #	(b) (6), (b) (7)(C)	Review period	
Supervisor	(b) (6), (b) (7)(C)	From: (b) (6), (b) (7) 2012	To: (b) (6), (b) (7) 2013
Company Beliefs and Values <i>(Daily application and understanding of Walmart's 3 Basic Beliefs are reflected throughout the evaluation.)</i>			
Respect for the Individual	Servant Leadership, Open Door, Accountability, Open Communications, People Development, Trust, Humility, Caring, Team Work, Empowerment, Confidentiality, Listening, Diversity		
Service to Our Customer	Friendly Atmosphere, Pleasant Shopping Experience, EDLP, Aggressive Hospitality, Sundown Rule, Satisfaction Guaranteed, Sense of Urgency, 10-ft. Rule, Community Minded, Quality Always!		
Strive for Excellence	Continuous Improvement, Dissatisfaction with the Status Quo, Results Oriented, Integrity Always!, Competitive Spirit, Sustainability, Failure Allowance, Risk-Taking Encouraged, Expense Control, Change Agents, Compliance with Laws		
Rating Scale			
Role Model - Consistently demonstrates performance that sets the standard of excellence and exceeds the job requirements.			
Exceeds Expectations - Demonstrates performance that exceeds some of the requirements of the job, but does not fully meet the standard of excellence.			
Solid Performer - Consistently demonstrates performance that meets the job requirements.			
Development Needed - Demonstrates performance that requires improvement or does not fully meet the requirements of the job.			
Below Expectations - Demonstrates performance that clearly does not meet the job requirements.			
Competencies			
Be sure to access the WIRE for this position's most current Competency Reference Document. The below competency definitions are the "Solid Performer" evaluation standard. The Competency Reference Document provides additional details on all five performance levels.			Enter "Last Revised" date from bottom left of the Competency Reference Document. 1/14/2009
Leads Inventory Operations Helps Associates understand and apply safe and correct ways to handle, move, and display goods, and does the same in own work. Carries out the inventory process to help improve replenishment and receiving and to reduce shrinkage. Identifies poor inventory practices and low in-stock levels in assigned area, and reports them with ideas for corrective action. Demonstrates and helps others with the safe and proper use and maintenance of inventory tools and equipment.			RATING (b) (6), (b) (7)(C)
Enhance Experience in the Store Supports the Store of the Community merchandising concept and suggests merchandise to Management that meets the needs of local Customers. Plans for Customer service and sales based on events outside the Store (for example, weather, gas prices, local events). Stays current on competitors' prices, products, and displays to suggest to Management ways to improve the Store. Recommends ways to provide a convenient, safe, and pleasant shopping experience for Customers. Shows Associates how to address Customer, merchandise, and Store issues.			RATING (b) (6), (b) (7)(C)
Leads Merchandising Operations Proactively identifies Customers who need help and provides accurate information on products and services. Models and helps others with how to identify and meet Customer needs in a timely manner. Identifies problems with products, services, and work areas, and takes steps to fix the problem. Helps others with safe and proper use and maintenance of equipment and supplies, and does the same in own work.			RATING (b) (6), (b) (7)(C)
Judgment: Make Informed Choices Makes timely and effective decisions, even when the information is not clear. Identifies and uses policies, procedures, and guides to make the right choices. Uses resources, data, tools, and facts to set priorities and make informed decisions. Identifies what might be a problem and corrects it or clearly describes it to those who can correct it.			RATING (b) (6), (b) (7)(C)
Customer Centered: Satisfy the Customer Uses information and feedback to determine Associate and Customer expectations. Works with others to exceed Associate and Customer expectations. Seeks out ways to improve Associate and Customer service. Teaches others how to find and use resources to respond to Associate and Customer requests.			RATING (b) (6), (b) (7)(C)
Planning and Improvement: Plan for and Improve Team Performance Plans work based on business priorities and explains to others what is needed to get work done. Identifies and oversees the tasks needed to reach goals. Looks for and suggests ways to improve performance and results.			RATING (b) (6), (b) (7)(C)
Influence and Communicate: Communicate and Promote Commitment Gives the information needed to gain support for ideas or plans. Builds trusting relationships and works with others to reach goals. Shares clear priorities and work practices with others. Prepares written work that is accurate and complete. <i>Communicates in a respectful and professional manner.</i>			RATING (b) (6), (b) (7)(C)

Talent: Provide Information and Feedback	RATING
Guides and teaches Associates on how to perform their work. Assigns tasks to Associates and provides the tools they need to carry them out. Gives clear, constructive feedback on performance to Associates and leaders. Recognizes Associates for their positive contributions. Shows concern for Associates and is available to meet with them. Looks for and follows up on developmental opportunities.	(b) (6), (b) (7)(C) 
Adaptability: Adapt to Requirements	RATING
Adapts to changing demands and business needs. Encourages and embraces change, even when others hesitate. Builds the knowledge and skills to handle challenges and tasks. Sets an example for others when implementing changes (for example, readily carries out improvement efforts, handles change-related issues). Shows support for, commitment to, and trust in changes.	(b) (6), (b) (7)(C) 

Comments

Strengths

(b) (6), (b) (7)(C) understands routine processes and seasonal expectations. (b) (6), (b) (7)(C) uses (b) (6), (b) (7)(C) experience to prioritize tasks from given information. (b) (6), (b) (7)(C) communicates needed information to (b) (6), (b) (7)(C) supervisor in a timely manner. (b) (6), (b) (7)(C) helps in the training process with new associates in (b) (6), (b) (7)(C) area. (b) (6), (b) (7)(C) shows pride in (b) (6), (b) (7)(C) work and completes tasks with a sense of urgency.

Areas of Opportunity

(b) (6), (b) (7)(C) needs to continue meeting expectations with regards to respect for the individual. (b) (6), (b) (7)(C) needs to work with (b) (6), (b) (7)(C) supervisors to quickly understand and embrace changes in the work place and the benefits the change can bring. This includes communicating to (b) (6), (b) (7)(C) associates the importance of processes and how they affect store goals.

Overall Performance Rating

(b) (6), (b) (7)(C)

Development

(b) (6), (b) (7)(C) will show respect for the individual at all times.

Associate comments

(b) (6), (b) (7)(C)

Check type of evaluation: ☐ 90 Day ☒ Annual ☐ Follow Up

Current Pay Rate: 14.13

Increase Amount: 0.40

New Pay Rate: \$14.53

Signatures

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Print Associate Name

Date

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Print Hourly Supervisor Name

Date

Hourly Supervisor Signature

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Print Next Level Supervisor Name

Date

(b) (6), (b) (7)(C)

Store/

(b) (6), (b) (7)(C)

Print Store/Co Manager Name

(b) (6), (b) (7)(C)

23

Date

TAB 8

Coaching # (b) (6), (b) (7)(C) Status is Active Mode is View							
Win Number	First Name	Middle Name	Last Name	Userid	Country	Division	Facility
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	US	1	2605
Type Of Coaching :							
The Level, and Reason(s) displayed below were the original Level, and Reason(s) selected for the coaching							
Level First Written				Reason(s) Respect for the Individual			
Observations of Associate's Behavior and/or Performance :							
The observations of (b) (6), (b) (7)(C) are that (b) (6), (b) (7)(C) showed disrespect for a fellow associate on the salefloor and continued across the salefloor and to the back.							
Impact of Associate's Behavior :							
The impact is that this creates low morale and creates a hostile work enviroment and is not a good mileau.							
Behavior Expected Of Associate :							
The behavior expected next time is to show respect to all associates and to not approach or allow someone approaching with negative comments. To show respect for all associates regardless of differences and to use an office for open door issues and to keep all conversations confidential.							
Next Level of Action :							
The next level of action if behavior continues is: Second Written up to and including Termination							
Action Plan :							
Date, Time, and Place of Coaching :							
Date Given : (b) (6), (b) (7)(C) 2013 Time : 09:50 Place : ad office							
Expiration Date :							
The expiration date of the coaching may be extended beyond (b) (6), (b) (7)(C) 2014 date, if the Associate spent time on LOA.							
Acknowledgements							
Date Acknowledged : (b) (6), (b) (7)(C) 2013							
Associate Name :				Userid :			
Manager Name : (b) (6), (b) (7)(C)				Userid : (b) (6), (b) (7)(C)			
Witness Name : (b) (6), (b) (7)(C)				Userid : (b) (6), (b) (7)(C)			

Print

TAB 9

WIRE

[My Favorites](#) [Key Resources](#) [Email](#) [Directory](#) [Logout Kimberly Johnson - k1johns](#)
[Launch](#)[Home](#)[News](#)[Teamwork](#)[Knowledge Center](#)[Me@Walmart](#)

7/12/13 WMT Week 24

[Search >](#)[\(+\)](#) [\(-\)](#) [\(R\)](#)[Printer friendly](#)[Add to My Favorites](#)

Attendance/Punctuality Policy - Ohio

Updated: April 29, 2013

One of Walmart's basic beliefs is service to our customers. In order to provide extraordinary customer service, we must have appropriate staffing in all areas at all times. To accomplish this, you as a Walmart hourly store associate should be both punctual and present for all scheduled shifts. We understand that you may have to miss work on occasion. However, regular and punctual attendance is a required and essential function of each associate's job. If you have excessive absences or incomplete shifts (arriving late or leaving early), you will be subject to disciplinary action, up to and including termination.

This policy applies to all hourly associates who work for Wal-Mart Stores, Inc., or one of its subsidiary companies (Walmart), in Ohio, except for Logistics, Home Office and Sam's Club associates.

Managers and supervisors should use the supplemental Attendance/Punctuality Management Guidelines - Ohio for additional guidance in administering the policy.

Types of absences

Authorized absences

If you are absent or work an incomplete shift for an authorized reason, the absences/incomplete shift will not be considered part of your attendance record and will not result in disciplinary action. Authorized absences include a variety of different types. Please review the types of authorized absences in your facility.

- Bereavement
- Participation in legal proceedings
- Community emergency volunteer time
- Jury duty
- Reasonable accommodation
- Crime victim proceedings
- Leave of absence
- Voting time
- Election officer
- Natural disasters, such as hurricanes, earthquakes, blizzards or tornadoes
- Military family member
- Workers' compensation
- Extraordinary circumstances approved by MHRM

If you need to be absent for longer than three workdays, for reasons other than vacation, you should talk to your HR representative about applying for a leave of absence. Your HR representative can assist you with the application process and will let you know whether your leave is approved.

Time away from work that has been approved by your supervisor or manager and included in the schedule at least three weeks in advance is not considered an absence.

Unauthorized absences

An unauthorized absence means any time you are away from scheduled work (*full day absence or incomplete shift*) that is not approved by your supervisor or manager, even if you use an income replacement benefit (such as illness protection, personal or vacation time) to offset lost work time.

A *full day absence* occurs if you fail to complete more than 50% of your scheduled shift.

An *incomplete shift* occurs if you begin work 15 or more minutes after your scheduled start time (tardy) or leave work 10 or more minutes before the end of your scheduled shift (left early) without approval of your supervisor or manager.

Occurrences

Unauthorized absences and incomplete shifts are monitored and may result in disciplinary action, as outlined in the chart below. A full day absence is one occurrence. If you are absent for up to three consecutive workdays for the same reason, we will count it as one occurrence. Three incomplete shifts in a rolling six-month period, through any combination of being tardy and/or leaving work early, will equal one occurrence. You may not work additional hours to make up lost work time unless requested by a member of management for business reasons. Working additional hours will not, however, excuse an unauthorized absence or incomplete shift.

If you have three occurrences in a rolling six-month period, you will have the opportunity to have a personal discussion with management regarding your attendance. If you have more than three occurrences in a rolling six-month period, you will be subject to disciplinary action. If you have an active coaching for any reason (not just attendance/punctuality) you will advance to the next coaching level if you have four occurrences in a rolling six-month period. You will continue to advance to the next coaching level for each subsequent occurrence that results in more than three occurrences in a rolling six-month period.

Event	Result
One to three consecutive unexcused absences (for same reason)	One Occurrence
Three Incomplete Shifts (tardy or leave early in a rolling six-month period)	One Occurrence
Three Occurrences (in a rolling six-month period)	Personal Discussion
Four or More Occurrences (in a rolling six-month period)	Coaching for Improvement (advancement to next coaching level if active coaching exists)

No call/no show

If you are absent from a scheduled shift and do not report your absence by calling the Associate Information Line, you will be subject to disciplinary action beginning at the Second Written coaching level if you have no other active coachings, or at the next available coaching level if you have an active coaching. For each additional absence for which you do not call, you will be advanced to the next coaching level. If you are absent for three workdays (consecutive or non-consecutive) in a rolling six-month period and do not report your absences by calling the Associate Information Line, we will consider you to have abandoned your job, which will result in your voluntary termination of employment.

Responsibility to notify management

You must report all absences and tardies as soon as possible by calling the Associate Information Line, but no later than one hour prior to your scheduled start time. Failure to report absences or tardies through the Interactive Voice Response (IVR) system and receive a confirmation number will result in your call-in not being reported in the Daily Associate Call-in Log. The information line is a system that will prompt you to enter information and will generate your personal confirmation number. The IVR system will then automatically transfer you to the store operator who will connect you to a member of management for additional information. You should retain this confirmation number in case your HR representative needs it when you return to work. Reporting an absence does not guarantee that the absence will be authorized. If you are unable to personally call the Associate Information Line, you may have another responsible person promptly call the Associate Information Line to report your absence or that you will be tardy. If the Associate Information Line is not available for your store for any reason, you must report all absences and tardies directly to a member of management.

For more information

If you have questions or need further guidance, please contact your HR representative.

Last Modified: February 15, 2012

jvm_name= NG000DC000 eppsi400Node00

TAB 10

Wal-Mart Stores, Inc.

Customer Service Scheduling Availability

Associate

Dear Associate:

Thank you for your continued service with Wal-Mart. We strive to provide flexible hours for our Associates while ensuring excellent customer service. Wal-Mart recognizes that opportunities may arise that require an Associate to change their availability. We respect your request to do so. However, we want to remind you how our scheduling process works. We must ensure that we have trained Associates available when our customer traffic is heaviest. Wal-Mart tracks information about where and what time of day our customers are shopping. This aids management in scheduling Associates properly to assist our customers. Your open availability is important to this process. Changing your availability could affect the number of hours you receive. If you have any questions, please see your facility manager.

(b) (6), (b) (7)(C)

(Social Security Number)

Please indicate the hours you ARE AVAILABLE to work. Changes to your availability must approved by your facility manager.

Wal-Mart Is your store 24 hours? Please circle: Yes No

Store # (Shift times vary in 24 hr. facilities Please see the Personnel Manager for shift times.)

2605

Saturday Sunday Monday Tuesday Wednesday Thursday Friday

Store Shifts
(extends slightly beyond
store hours)

0:00-24:00

Overnight

21:00-9:00

Receiving Shifts

Your availability:

Start Time

Any

Any

4 Am

4 Am

4 Am

4 Am

4 Am

Stop Time

11

11

5 Pm

5 Pm

5 Pm

5 Pm

5 Pm

Are you requesting a status change?

NO YES

If YES, Part Time to Full time (over 38 hours) Full Time to Part Time (under 38 hours)

Weekly

Daily

Minimum hours requested weekly

Minimum hours requested daily

Maximum hours requested weekly (not to exceed 40 hours)

Maximum hours requested daily

Please indicate any reoccurring times you are not available to work. Some examples include night classes every other Thursday night, military service duty the 2nd weekend of every month, etc.

Beginning Day Time	Ending Day Time	Exception (how often it occurs)	Date To Begin	End

You MUST be available for a minimum of 16 hours per week.

(b) (6), (b) (7)(C)

Associate's Signature

(b) (6), (b) (7)(C)

Date

(b) (6), (b) (7)(C)

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Facility

Manager's Signature

Date

(b) (6), (b) (7)(C)

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This form is no guarantee of a shift or minimum number of hours.

TAB 11

ASC_ID	WIN	LAST NAME	FIRST NAME	DIV NBR	DEPT NBR	JOB NBR	SCHED DATE	START TIME	END TIME	STORE	SCHED_ID
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	1	2	(b) (6), (b) (7)(C)	2012	07:00	16:00	2605	8092036
				1	2		2012	17:00	21:00	2605	8092037
				1	2		2012	07:00	11:00	2605	8090058
				1	2		2012	06:00	15:00	2605	8090061
				1	2		2012	07:00	16:00	2605	8090064
				1	2		2012	07:00	16:00	2605	8090070
				1	2		2012	06:00	15:00	2605	8190203
				1	2		2012	07:00	16:00	2605	8186334
				1	2		2012	07:00	16:00	2605	8186337
				1	2		2012	07:00	16:00	2605	8186340
				1	2		2012	16:00	00:00	2605	8186343
				1	2		2012	00:00	01:00	2605	8190207
				1	2		2012	07:00	16:00	2605	8210138
				1	2		2012	07:00	16:00	2605	8200820
				1	2		2012	07:00	16:00	2605	8200823
				1	2		2012	07:00	16:00	2605	8200826
				1	2		2012	07:00	16:00	2605	8200829
				1	2		2012	07:00	16:00	2605	8206375
				1	2		2012	07:00	16:00	2605	8204735
				1	2		2012	00:00	09:00	2605	8204741
				1	2		2012	07:00	16:00	2605	8204747

	A	B	C	D	E	F	G	H	I	J	K	L
1	ASC ID	WIN	LAST NAME	FIRST NAME	DIV NBR	DEPT NBR	JOB NBR	SCHED DATE	START TIME	END TIME	STORE	SCHED_ID
2	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	1	2	(b) (6), (b) (7)(C)	2013	04:00	12:30	2605	8292874
3					1	2		2013	07:00	16:00	2605	8290814
4					1	2		2013	06:00	15:00	2605	8290820
5					1	2		2013	06:00	15:00	2605	8290823
6					1	2		2013	05:00	14:00	2605	8399509
7					1	2		2013	07:00	16:00	2605	8385507
8					1	2		2013	07:00	15:00	2605	8385510
9					1	2		2013	07:00	15:00	2605	8385513
10					1	2		2013	07:00	15:00	2605	8385519
11					1	2		2013	05:00	14:00	2605	8405184
12					1	2		2013	07:00	16:00	2605	8397082
13					1	2		2013	07:00	16:00	2605	8397086
14					1	2		2013	07:00	16:00	2605	8397090
15					1	2		2013	15:45	00:00	2605	8397094
16					1	2		2013	00:00	00:45	2605	8399223
17					1	2		2013	07:00	16:00	2605	8405190
18					1	2		2013	07:00	16:00	2605	8401429
19					1	2		2013	07:00	12:00	2605	8401436
20					1	2		2013	07:00	16:00	2605	8401440
21					1	2		2013	07:00	16:00	2605	8401444
22					1	2		2013	06:00	15:00	2605	8405689
23					1	2		2013	07:00	16:00	2605	8403300
24					1	2		2013	07:00	16:00	2605	8403303
25					1	2		2013	07:00	12:00	2605	8418881
26					1	2		2013	07:00	16:00	2605	8403311
27					1	2		2013	07:00	16:00	2605	8403315
28					1	2		2013	05:00	14:00	2605	8409696
29					1	2		2013	07:00	16:00	2605	8407741
30					1	2		2013	07:00	16:00	2605	8407748
31					1	2		2013	07:00	16:00	2605	8407752
32					1	2		2013	05:00	14:00	2605	8407756
33					1	2		2013	05:00	13:30	2605	8415786
34					1	2		2013	07:00	15:00	2605	8413879
35					1	2		2013	07:00	15:00	2605	8413883
36					1	2		2013	00:00	09:00	2605	8413887
37					1	2		2013	07:00	15:00	2605	8413891

TAB 12

Report Run Date: (b) (6), (b) (7)(C) /2014

Walmart Stores, Inc.
Time Clock Archive Report
From (b) (6), (b) (7)(C) 2012 To (b) (6), (b) (7)(C) /2012

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*- Meal Punch if no punch identification

+++ - Premium pay was received

- Totals are shown as hours and hundredths of an hour, NOT hours and minutes
Punch Activity

Associate Name	WM Wk # 19								WM Wk # 20						
SSN	Sat (b) (6), (b) (7)(C) /2012	Sun (b) (6), (b) (7)(C) /2012	Mon (b) (6), (b) (7)(C) /2012	Tue (b) (6), (b) (7)(C) /2012	Wed (b) (6), (b) (7)(C) /2012	Thur (b) (6), (b) (7)(C) /2012	Fri (b) (6), (b) (7)(C) /2012	Sat (b) (6), (b) (7)(C) /2012	Sun (b) (6), (b) (7)(C) /2012	Mon (b) (6), (b) (7)(C) /2012	Tue (b) (6), (b) (7)(C) /2012	Wed (b) (6), (b) (7)(C) /2012	Thur (b) (6), (b) (7)(C) /2012	Fri (b) (6), (b) (7)(C) /2012	
WIN	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	

(b) (6), (b) (7)(C)			CI 0646	CI 0647	CI 0650	CI 0651	CI 0649		CI 0645	CI 0645	CI 0552	CI 0653		CI 0650
WIN: (b) (6), (b) (7)(C)			GTM 1257	GTM 1330/1230	GTM 1249	GTM 1306	GTM 1304		GTM 1220	CO 1157	GTM 1140	GTM 1234		CO 0925
Fac # 2605			BFM 1359	BFM 1330	BFM 1401	BFM 1407	BFM 1406		BFM 1322	CI 1647	BFM 1236	BFM 1330		
			CO 1547	CO 1552	CO 1550	CO 1558	CO 1543		CO 1548	CO 2056	CO 1459	CO 1742		
Edited By:			MEFLINT											
Daily Totals	0.00	0.00	7.99	8.09	7.80	8.10	7.87	0.00	8.02	9.35	8.19	9.89	0.00	2.59
Meal Period Totals	0.00	0.00	1.03	1.00	1.20	1.02	1.03	0.00	1.03	0.00	0.93	0.93	0.00	0.00

Hours Summary	Pay Type	Wk # 19	Wk # 20	Total Hours
	Regular	39.85	38.04	77.89
	Sunday Premium*		+++	
	Total	39.85	38.04	77.89

*Pay type excluded from Total Hours

Report Run Date: (b) (6), (b) (7)(C) 2014

Walmart Stores, Inc.
Time Clock Archive Report
From (b) (6), (b) (7)(C) 2012 To (b) (6), (b) (7)(C) 2012

Page: 24

-- Meal Punch if no punch identification

**** - Premium pay was received

- Totals are shown as hours and hundredths of an hour, NOT hours and minutes
Punch Activity

Associate Name	WM Wk # 43							WM Wk # 44						
SSN	Sat (b) (6), (b) (7)(C) 2012	Sun (b) (6), (b) (7)(C) 2012	Mon (b) (6), (b) (7)(C) 2012	Tue (b) (6), (b) (7)(C) 2012	Wed (b) (6), (b) (7)(C) 2012	Thur (b) (6), (b) (7)(C) 2012	Fri (b) (6), (b) (7)(C) 2012	Sat (b) (6), (b) (7)(C) 2012	Sun (b) (6), (b) (7)(C) 2012	Mon (b) (6), (b) (7)(C) 2012	Tue (b) (6), (b) (7)(C) 2012	Wed (b) (6), (b) (7)(C) 2012	Thur (b) (6), (b) (7)(C) 2012	Fri (b) (6), (b) (7)(C) 2012
WIN	Orig/Edt	Orig/Edt	Orig/Edt	Orig/Edt	Orig/Edt	Orig/Edt	Orig/Edt	Orig/Edt	Orig/Edt	Orig/Edt	Orig/Edt	Orig/Edt	Orig/Edt	Orig/Edt
(b) (6), (b) (7)(C)														
	CI 0603		CI 0651	CI 0651	CI 0650	CI 1555	Sys 0000			CI 0651	CI 0653	CI 0651	CI 0653	CI 0654
WIN: (b) (6), (b) (7)(C)	GTM 1213		GTM 1300	GTM 1237	GTM 1227	GTM 2107	CO 0016			GTM 1242	GTM 1233	GTM 1305	GTM 1246	GTM 1246
Fac # 2605	BPM 1243		BPM 1400	BPM 1323	BPM 1331	BPM 2138				BPM 1345	BPM 1332	BPM 1405	BPM 1347	BPM 1347
	CO 1435		CO 1557	CO 1553	CO 1602	Sys 0000				CO 1554	CO 1558	CO 1551	CO 1552	CO 1552
Edited By:							7.74							
Holiday Pay														
Daily Totals	8.04	9.00	8.10	8.27	8.14	15.31	0.27	0.00	0.00	8.00	8.10	8.00	7.97	7.95
Meal Period Totals	0.50	0.00	1.00	0.77	1.07	0.52	0.00	0.00	0.00	1.05	0.98	1.00	1.02	1.02
Hours Summary	Pay Type		Wk # 43	Wk # 44	Total Hours									
	Regular		40.00	40.00	80.00									
	Overtime		0.39	0.03	0.42									
	Holiday Pay		7.74	0.00	7.74									
	Total		48.13	40.03	88.16									

*Pay type excluded from Total Hours

Report Run Date: (b) (6), (b) (7)(C) 2014

Walmart Stores, Inc.
Time Clock Archive Report
From (b) (6), (b) (7)(C) 2012 To (b) (6), (b) (7)(C) 2012

-- Meal Punch if no punch identification

**** - Premium pay was received

- Totals are shown as hours and hundredths of an hour, NOT hours and minutes
Punch Activity

Associate Name	WN Wk # 47							WN Wk # 48						
SSN	Sat (b) (6), (b) (7)(C) 2012	Sun (b) (6), (b) (7)(C) 2012	Mon (b) (6), (b) (7)(C) 2012	Tue (b) (6), (b) (7)(C) 2012	Wed (b) (6), (b) (7)(C) 2012	Thur (b) (6), (b) (7)(C) 2012	Fri (b) (6), (b) (7)(C) 2012	Sat (b) (6), (b) (7)(C) 2012	Sun (b) (6), (b) (7)(C) 2012	Mon (b) (6), (b) (7)(C) 2012	Tue (b) (6), (b) (7)(C) 2012	Wed (b) (6), (b) (7)(C) 2012	Thur (b) (6), (b) (7)(C) 2012	Fri (b) (6), (b) (7)(C) 2012
WIN	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit

(b) (6), (b) (7)(C)	CI 0651		CI 0651	CI 0652	CI 0650	CI 0651		CI 0651		CI 0651		CI 0000		CI 0650
WIN: (b) (6), (b) (7)(C)	GTM 1252		GTM 1306	CO 1250	GTM 1224	GTM 1100		CO 1250		GTM 1301		GTM 0459		GTM 1238
Fac # 2605	BPM 1353		BPM 1400		BPM 1324	BPM 1216				BPM 1401		BPM 0600		BPM 1338
	CO 1553		CO 1552		CO 1555	CO 1550				CO 1552		CO 0904		CO 1550

Edited By:												7.90		
Holiday Pay														
Personal Hours				2.00				2.00						
Daily Totals	8.02	0.00	8.12	7.97	8.09	7.72	0.00	7.99	0.00	8.02	7.90	8.05	0.00	8.00
Meal Period Totals	1.02	0.00	0.90	0.00	1.00	1.27	0.00	0.00	0.00	1.00	0.00	1.02	0.00	1.00

Hours Summary	Pay Type	Wk # 47	Wk # 48	Total Hours
	Regular	37.92	30.06	67.98
	Holiday Pay	0.00	7.90	7.90
	Personal Hours	2.00	2.00	4.00
	Total	39.92	39.96	79.88

*Pay type excluded from Total Hours

Report Run Date: (b) (6), (b) (7)(C) /2014

Walmart Stores, Inc.
Time Clock Archive Report
From (b) (6), (b) (7)(C) 2013 To (b) (6), (b) (7)(C) 2013

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*- Meal Punch if no punch identification

+++ - Premium pay was received

- Totals are shown as hours and hundredths of an hour, NOT hours and minutes
Punch Activity

Associate Name	WM Mk # 17							WM Mk # 18						
SSN	Sat	Sun	Mon	Tue	Wed	Thur	Fri	Sat	Sun	Mon	Tue	Wed	Thur	Fri
WIN	(b) (6), (b) (7)(C) /2013	(b) (6), (b) (7)(C) /2013	(b) (6), (b) (7)(C) /2013	(b) (6), (b) (7)(C) /2013	(b) (6), (b) (7)(C) /2013	(b) (6), (b) (7)(C) /2013	(b) (6), (b) (7)(C) /2013	(b) (6), (b) (7)(C) /2013	(b) (6), (b) (7)(C) /2013	(b) (6), (b) (7)(C) /2013	(b) (6), (b) (7)(C) /2013	(b) (6), (b) (7)(C) /2013	(b) (6), (b) (7)(C) /2013	(b) (6), (b) (7)(C) /2013
	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit

(b) (6), (b) (7)(C)

WIN: (b) (6), (b) (7)(C)

Fac # 2605			CI 0653	CI 0653	CI 0653	CI 0654	CI 0652	CI 0354			CI 0652		CI 0553	CI 0555
			GTM 1221	GTM 1219	GTM 1228	GTM 1228	GTM 1255	GTM 0959			GTM 1157		GTM 1204	GTM 1151
			BPM 1255	BPM 1255	BPM 1304	BPM 1305	BPM 1335	BPM 1032			BPM 1259		BPM 1302	BPM 1253
			CO 1508	CO 1532	CO 1535	CO 1537	CO 1521	CO 1222			CO 1556		CO 1452	CO 1450

Edited By:														
Holiday Pay										7.90				
Daily Totals	0.00	0.00	7.69	8.05	8.10	8.10	7.82	7.92	0.00	7.90	8.04	0.00	8.02	7.89
Meal Period Totals	0.00	0.00	0.57	0.60	0.60	0.62	0.67	0.55	0.00	0.00	1.03	0.00	0.97	1.03

Hours Summary	Pay Type	Wk # 17	Wk # 18	Total Hours
	Regular	39.76	31.87	71.63
	Holiday Pay	0.00	7.90	7.90
	Total	39.76	39.77	79.53

*Pay type excluded from Total Hours

Report Run Date: (b) (6), (b) (7)(C) /2014

Walmart Stores, Inc.
Time Clock Archive Report
From (b) (6), (b) (7)(C) 2013 To (b) (6), (b) (7)(C) 2013

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-- Meal Punch if no punch identification

++++ - Premium pay was received

- Totals are shown as hours and hundredths of an hour, NOT hours and minutes
Punch Activity

Associate Name	WM Wk # 43								WM Wk # 44						
SSN	Sat (b) (6), (b) (7)(C) 2013	Sun (b) (6), (b) (7)(C) 2013	Mon (b) (6), (b) (7)(C) 2013	Tue (b) (6), (b) (7)(C) 2013	Wed (b) (6), (b) (7)(C) 2013	Thur (b) (6), (b) (7)(C) 2013	Fri (b) (6), (b) (7)(C) 2013	Sat (b) (6), (b) (7)(C) 2013	Sun (b) (6), (b) (7)(C) 2013	Mon (b) (6), (b) (7)(C) 2013	Tue (b) (6), (b) (7)(C) 2013	Wed (b) (6), (b) (7)(C) 2013	Thur (b) (6), (b) (7)(C) 2013	Fri (b) (6), (b) (7)(C) 2013	
WIN	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	

(b) (6), (b) (7)(C)	CI 0455		CI 0652	CI 0658	CI 0654		CI 0653		CI 0457	CI 0654	CI 0654	CI 0650	CI 1542	
WIN: (b) (6), (b) (7)(C)	GTM 1106		GTM 1236	GTM 1240	GTM 1235		GTM 1236		GTM 1118	GTM 1228	GTM 1240	GTM 1159	GTM 2206	
Fac # 2605	BPM 1148		BPM 1338	BPM 1343	BPM 1344		BPM 1341		BPM 1223	BPM 1335	BPM 1338	BPM 1302	BPM 2241	
	CO 1326		CO 1557	CO 1553	CO 1601		CO 1551		CO 1355	CO 1555	CO 1558	CO 1602	CO 2346	

Edited By:														8.00
Holiday Pay														
Daily Totals	7.82	0.00	8.05	7.87	7.97	0.00	7.89	0.00	7.89	7.90	8.10	8.15	15.49	0.00
Meal Period Totals	0.70	0.00	1.03	1.05	1.15	0.00	1.08	0.00	1.08	1.12	0.97	1.05	0.58	0.00

Hours Summary	Pay Type	Wk # 43	Wk # 44	Total Hours
	Regular	39.60	39.53	79.13
	Sunday Premium*		++++	
	Holiday Pay	0.00	8.00	8.00
	Total	39.60	47.53	87.13

*Pay type excluded from Total Hours

Report Run Date: (b) (6), (b) (7)(C) 2014

Walmart Stores, Inc.
Time Clock Archive Report
From (b) (6), (b) (7)(C) 2013 To (b) (6), (b) (7)(C) 2013

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*- Neal Punch if no punch identification

**** - Premium pay was received

- Totals are shown as hours and hundredths of an hour, NOT hours and minutes
Punch Activity

Associate Name	WM Wk # 45							WM Wk # 46						
SSN	Sat (b) (6), (b) (7)(C) 2013	Sun (b) (6), (b) (7)(C) 2013	Mon (b) (6), (b) (7)(C) 2013	Tue (b) (6), (b) (7)(C) 2013	Wed (b) (6), (b) (7)(C) 2013	Thur (b) (6), (b) (7)(C) 2013	Fri (b) (6), (b) (7)(C) 2013	Sat (b) (6), (b) (7)(C) 2013	Sun (b) (6), (b) (7)(C) 2013	Mon (b) (6), (b) (7)(C) 2013	Tue (b) (6), (b) (7)(C) 2013	Wed (b) (6), (b) (7)(C) 2013	Thur (b) (6), (b) (7)(C) 2013	Fri (b) (6), (b) (7)(C) 2013
WM	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit
(b) (6), (b) (7)(C)														
WIN: (b) (6), (b) (7)(C)			CI 0655		CI 0650	CI 0650	CI 0652	CI 0553		CI 0656	CI 0653	CI 0652	CI 0650	CI 0650
Fac # 2605			GTM 1248		GTM 1239	GTM 1304	GTM 1237	GTM 1224		GTM 1252	GTM 1248	CO 1533/1233	GTM 1212	GTM 1247
			BPM 1349		BPM 1319	BPM 1335	BPM 1317	BPM 1316		BPM 1353	BPM 1346	1233/del	BPM 1311	BPM 1351
			CO 1604		CO 1611	CO 1612	CO 1617	CO 1458		CO 1600	CO 1603	1303/del	CO 1605	CO 1559
Edited By:												NJPOSTB		
Daily Totals	0.00	0.00	8.14	0.00	8.69	8.85	8.75	8.22	0.00	8.05	8.20	5.69	8.27	8.09
Meal Period Totals	0.00	0.00	1.02	0.00	0.67	0.52	0.67	0.87	0.00	1.02	0.97	0.00	0.98	1.07
Hours Summary														
Pay Type			Wk # 45	Wk # 46	Total Hours									
Regular			34.43	40.00	74.43									
Overtime			0.00	6.52	6.52									
Total			34.43	46.52	80.95									

*Pay type excluded from Total Hours

Report Run Date: (b) (6), (b) (7)(C) 2014

Walmart Stores, Inc.
Time Clock Archive Report
From (b) (6), (b) (7)(C) 2013 To (b) (6), (b) (7)(C) 2013

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-- Meal Punch if no punch identification

+++ - Premium pay was received

- Totals are shown as hours and hundredths of an hour, NOT hours and minutes
Punch Activity

Associate Name	WN Wk # 47							WN Wk # 48						
SSN	Sat	Sun	Mon	Tue	Wed	Thur	Fri	Sat	Sun	Mon	Tue	Wed	Thur	Fri
WIN	(b) (6), (b) (7)(C) 2013	(b) (6), (b) (7)(C) 2013	(b) (6), (b) (7)(C) 2013	(b) (6), (b) (7)(C) 2013	(b) (6), (b) (7)(C) 2013	(b) (6), (b) (7)(C) 2013	(b) (6), (b) (7)(C) 2013	(b) (6), (b) (7)(C) 2013	(b) (6), (b) (7)(C) 2013	(b) (6), (b) (7)(C) 2013	(b) (6), (b) (7)(C) 2013	(b) (6), (b) (7)(C) 2013	(b) (6), (b) (7)(C) 2013	(b) (6), (b) (7)(C) 2013
	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit	Orig/Edit
(b) (6), (b) (7)(C)														
	CI 0454		CI 0654		CI 0655	CI 0651	CI 0452	CI 0450		CI 0655	CI 0655		CI 0900	CI 0651
WIN: (b) (6), (b) (7)(C)	GTM 1111		GTM 1304		GTM 1211	GTM 1137	GTM 1141	GTM 1109		GTM 1248	GTM 1219		GTM 0602	GTM 1233
Pac # 2605	BPM 1155		BPM 1354		BPM 1310	BPM 1225	BPM 1248	BPM 1153		BPM 1347	BPM 1311		BPM 0700	BPM 1333
	CO 1358		CO 1602		CO 1358	CO 1603	CO 1536	CO 1330		CO 1513	CO 1454		CO 0900	CO 1600
Edited By:														
Holiday Pay												8.00		
Daily Totals	8.34	0.00	8.30	0.00	6.07	8.40	9.62	7.94	0.00	7.32	7.12	8.00	8.04	8.15
Meal Period Totals	0.73	0.00	0.83	0.00	0.98	0.80	1.12	0.73	0.00	0.98	0.87	0.00	0.97	1.00
Hours Summary	Pay Type		Wk # 47	Wk # 48	Total Hours									
	Regular		40.00	38.57	78.57									
	Overtime		0.73	0.00	0.73									
	Holiday Pay		0.00	8.00	8.00									
	Total		40.73	46.57	87.30									

*Pay type excluded from Total Hours

TAB 13

Coaching # (b) (6), (b) (7)(C)		Status is Active Mode is View					
Win Number	First Name	Middle Name	Last Name	Userid	Country	Division	Facility
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	US	1	2605
Type Of Coaching :							
The Level, and Reason(s) displayed below were the original Level, and Reason(s) selected for the coaching							
Level				Reason(s)			
Second Written				Attendance/Punctuality			
Observations of Associate's Behavior and/or Performance :							
Associate missed on (b) (6), (b) (7)(C) 2013 and did not call in causing a no-call,no-show.							
Impact of Associate's Behavior :							
Causes a loss of profits to store and company,also causes a hardship on co-workers.							
Behavior Expected Of Associate :							
When unable to come to work,needs to call associate 800 number to call off and then talk to a member of management.							
Next Level of Action :							
The next level of action if behavior continues is: Third Written up to and including Termination							
Action Plan :							
I did not know that our schedules were going to be changing that paticular weekend. I will check schedule everyday if need be to see if anything changes. I would have came in if I had known, I always even volenteer when needed for this busy season.							
Date, Time, and Place of Coaching :							
Date Given : (b) (6), (b) (7)(C) 2013 Time : 12:13 Place : ad office							
Expiration Date :							
The expiration date of the coaching may be extended beyond (b) (6), (b) (7)(C) 2014 date, if the Associate spent time on LOA.							
Acknowledgements							
Date Acknowledged : (b) (6), (b) (7)(C) 2013							
Associate				Userid :			
Name : (b) (6), (b) (7)(C)				(b) (6), (b) (7)(C)			
Manager				Userid :			
Name : (b) (6), (b) (7)(C)				(b) (6), (b) (7)(C)			
Witness				Userid :			
Name : (b) (6), (b) (7)(C)				(b) (6), (b) (7)(C)			

Associate refused to acknowledge.	
Manager Name : (b) (6), (b) (7)(C)	Userid : (b) (6), (b) (7)(C)
Witness Name : (b) (6), (b) (7)(C)	Userid : (b) (6), (b) (7)(C)

TAB 14

Thursday (b) (6), (b) (7)(C). I came to the
Grocery Side Backroom, After doing G.m. Side picks,
Noticed that there was several Goc picks on the
Screen. Close to fifty, went to Summary screen & most
were manual picks. Seen (b) (6), (b) (7)(C) on a ladder in
the 009 Pairs. Asked (b) (6), (b) (7)(C) why we had so many manual
picks. (b) (6), (b) (7)(C) Said Grocery Side started with well over
100. Then From Behind me, (b) (6), (b) (7)(C) started yelling
and screaming, Said that maybe (b) (6), (b) (7)(C) did get a little
Carried away. And that maybe (b) (6), (b) (7)(C) should go tell on (b) (6), (b) (7)(C)
Said that (b) (6), (b) (7)(C) was back there doing (b) (6), (b) (7)(C) job & that
(b) (6), (b) (7)(C) should just do mine. This went on for a couple
minutes in front of other associates. (b) (6), (b) (7)(C) just
put my head down and went on with picks.

(b) (6), (b) (7)(C)

at 8:15 am on (b) (6), (b) (7)(C), 14 I (b) (6), (b) (7)(C)

was up on a ladder getting picks when (b) (6), (b) (7)(C)
on IMS came to me to ask if I seen
the how high the manual picks was
in ~~dept~~ ~~that~~ grocery in a normal
manner before (b) (6), (b) (7)(C) could respond

(b) (6), (b) (7)(C) in a mean tone

Said I got carried away with scanning
and y don't u (b) (6), (b) (7)(C) just go and report (b) (6), (b) (7)(C)
and y can't we just work together
then stormed off (b) (6), (b) (7)(C) didn't respond

So I (b) (6), (b) (7)(C) went to (b) (6), (b) (7)(C) ZMS
told (b) (6), (b) (7)(C) about what happen

and before the (b) (6), (b) (7)(C) question I got with

(b) (6), (b) (7)(C) about the high picks total
of 110 picks made

(b) (6), (b) (7)(C)

1/4

To Whom it May Concern

On Thursday (b) (6), (b) (7)(C) 1/4 I overheard (b) (6), (b) (7)(C) complaining about (b) (6), (b) (7)(C) creating way to many picks in the hundreds. (b) (6), (b) (7)(C) said they were to create 20 and then work them.

A Few minutes later I was going through Grocery Receiving observed (b) (6), (b) (7)(C) together and (b) (6), (b) (7)(C) was yelling at (b) (6), (b) (7)(C) Telling why can't we all get along. I don't think that a (b) (6), (b) (7)(C) should be yelling at an (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) in front of everyone in Groc Rec. (b) (6), (b) (7)(C) has been very mean and rude to other associates the past month. (b) (6), (b) (7)(C) also likes to complain about walmart to other associates all of the time (in the Break Room, Groc Rec and ~~even~~ even on the sales floor). It (b) (6), (b) (7)(C) hates Walmart so much as far as I am concerned (b) (6), (b) (7)(C) needs to hit the ~~back~~ (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) - (b) (6), (b) (7)(C)

Sent: Thursday, (b) (6), (b) (7)(C), 2014 3:30 PM

To: (b) (6), (b) (7)(C) - (b) (6), (b) (7)(C)

On (b) (6), (b) (7)(C) 2014 (b) (6), (b) (7)(C) added a total of around 115 picks to the system in departments 1, 92, and 95. (b) (6), (b) (7)(C) has been told multiple times not to do more than 25 picks at a time so they are manageable. After that I had associates (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) approach me, to tell me (b) (6), (b) (7)(C) was being rude and yelling at (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) was telling (b) (6), (b) (7)(C) that there was a large quantity of manual picks in the system for departments 1, 92, and 95.

In response to these issues (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) were going to have a coaching for success with (b) (6), (b) (7)(C). Then as I was standing in the hallway talking to (b) (6), (b) (7)(C) ran out of the office yelling, "I'm not taking a write up! I'm not gonna do it! They can't make me!" So (b) (6), (b) (7)(C) and I went back into the office to have another conversation with (b) (6), (b) (7)(C). The conversation covered many different subjects that were very broad. (b) (6), (b) (7)(C) expressed that (b) (6), (b) (7)(C) was being picked on and that (b) (6), (b) (7)(C) shouldn't have been wrote up; even though admitting that (b) (6), (b) (7)(C) had been told 3 to 4 times about keeping the picks at a manageable level and that (b) (6), (b) (7)(C) should have a conversation with (b) (6), (b) (7)(C) in an office. Once again (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) wasn't going to take a write up and also said, "I'm not doing a plan of action because I wouldn't have changed anything about the situation."

TAB 15

Coaching # (b) (6), (b) (7)(C)		Status is Active Mode is View					
Win Number	First Name	Middle Name	Last Name	Userid	Country	Division	Facility
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	US	1	2605
Type Of Coaching :							
The Level, and Reason(s) displayed below were the original Level, and Reason(s) selected for the coaching							
Level				Reason(s)			
Third Written				Judgment-Poor Business Judgment, Job Performance, Respect for the Individual			
Observations of Associate's Behavior and/or Performance :							
On Thursday (b) (6), (b) (7)(C) manually entered picks to the amount of 125, this has been covered before that only 25 picks per time are created and then worked. When an associate brought this to the (b) (6), (b) (7)(C) then became defensive and raised (b) (6), (b) (7)(C) voice with the assoc if front of numerous others causing a hostile situation.							
Impact of Associate's Behavior :							
When a high amount of picks are created it causes (b) (6), (b) (7)(C) hardship to get them in a timely manner, this then takes time from other areas of store that have picks also. If a percentage of picks are not completed daily it will reflect on scorecard, this will reflect badly on (b) (6), (b) (7)(C) and the process. To disrespect fellow workers lowers morale and makes a hostile work place, associates will no longer want to be in the hostile area.							
Behavior Expected Of Associate :							
To follow procedure of creating picks, pick 25 items, collect items from bin then stock items. This procedure should be done on each aisle, if it arises that the assoc then has to stop it is not such a hardship on (b) (6), (b) (7)(C) to take over. When occasions arise with other associates the discussion should take place in a respectable manner and private area not in front of vendors and associates							
Next Level of Action :							
The next level of action if behavior continues is: Termination							
Action Plan :							
Date, Time, and Place of Coaching :							
Date Given : (b) (6), (b) (7)(C) 2014 Time : 14:35 Place : ad office							
Expiration Date :							
The expiration date of the coaching may be extended beyond (b) (6), (b) (7)(C) 2015 date, if the Associate spent time on LOA.							
Acknowledgements							
Date Acknowledged : (b) (6), (b) (7)(C) 2014							

Associate refused to acknowledge.	
Manager Name : (b) (6), (b) (7)(C)	Userid : (b) (6), (b) (7)(C)
Witness Name : (b) (6), (b) (7)(C)	Userid : (b) (6), (b) (7)(C)

TAB 16

COACHING OF ASSOCIATE

(b) (6), (b) (7)(C) - (b) (6), (b) (7)(C)

Sent: Thursday, (b) (6), (b) (7)(C) 2014 2:53 PM

To: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

On (b) (6), (b) (7)(C) 14 at 2:20pm, (b) (6), (b) (7)(C) was called to ad office to be given a coaching for creating too many picks without picking them. (b) (6), (b) (7)(C) also got into an issue with (b) (6), (b) (7)(C) on lms about the picks and said (b) (6), (b) (7)(C) would not change a thing about what (b) (6), (b) (7)(C) said. (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) was not going to take another coaching nor would (b) (6), (b) (7)(C) sign one. (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) took the last coaching for no-call, no-show, but we should have called (b) (6), (b) (7)(C) on that one. (b) (6), (b) (7)(C) also said that the associates had no one to take up for them. (b) (6), (b) (7)(C) had called (b) (6), (b) (7)(C) and talked to (b) (6), (b) (7)(C) secretary two times. They told (b) (6), (b) (7)(C) both times that they were coming, but so far they have not.

Thanks,

(b) (6), (b) (7)(C)

Store#2605 Mkt 220

Phone (740)441-0406 Fax (740)441-0406

Wal-Mart Stores Inc.
2145 Eastern Ave.
Gallipolis, Oh 45631

TAB 17

documented convo

(b) (6), (b) (7)(C) - (b) (6), (b) (7)(C)

Sent: Wednesday, (b) (6), (b) (7)(C) 2014 6:26 PM

To: (b) (6), (b) (7)(C); (b) (6), (b) (7)(C); (b) (6), (b) (7)(C); (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

On (b) (6), (b) (7)(C) 14 myself and (b) (6), (b) (7)(C) held a conversation with (b) (6), (b) (7)(C) regarding (b) (6), (b) (7)(C) refusal to sign (b) (6), (b) (7)(C) 3rd written coaching or provide an action plan. (b) (6), (b) (7)(C) understands that the 3rd written stood and was submitted. (b) (6), (b) (7)(C) knows it will stay active on (b) (6), (b) (7)(C) record for 1 year and (b) (6), (b) (7)(C) next level of accountability is termination. (b) (6), (b) (7)(C) still refused to acknowledge the coaching or provide an action plan.

(b) (6), (b) (7)(C)

Store 2605, Market 220

Gallipolis Wal-mart*

2145 Eastern Ave

Gallipolis, Ohio 45631

Phone: 740-441-0406 Fax: 740-441-0174

(b) (6), (b) (7)(C)

Save Money*Live Better

TAB 18

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Sent: Wednesday, (b) (6), (b) (7)(C) 10:39 AM

To: (b) (6), (b) (7)(C)

Cc: (b) (6), (b) (7)(C)

This morning about 8.10am I was in the Ad office with (b) (6), (b) (7)(C) discussing what we needed to do for the day, (b) (6), (b) (7)(C) was sitting at the computer doing an accident report. (b) (6), (b) (7)(C) walked in and came directly to me and said (b) (6), (b) (7)(C) is fed up with (b) (6), (b) (7)(C) areas being unzoned, plugged and nothing in correct place, (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) is tired of not being able to do (b) (6), (b) (7)(C) job and it is not fair that (b) (6), (b) (7)(C) alone is always held accountable and no one else. (b) (6), (b) (7)(C) asked why (b) (6), (b) (7)(C) did not bring this to (b) (6), (b) (7)(C) attention earlier this morning as (b) (6), (b) (7)(C) is over night shift, if (b) (6), (b) (7)(C) was aware (b) (6), (b) (7)(C) would have checked the My guide and found out who was doing it and would help her anyway she could. At this point (b) (6), (b) (7)(C) stated (b) (6), (b) (7)(C) was talking to me and not (b) (6), (b) (7)(C) started in a loud voice that we never listen to (b) (6), (b) (7)(C) or do anything and that (b) (6), (b) (7)(C) is the only one held accountable and would be fired. (b) (6), (b) (7)(C) started to get louder about random happenings from years ago, I asked (b) (6), (b) (7)(C) to quieten down and we could then discuss this in a civilised manner. (b) (6), (b) (7)(C) told her that if (b) (6), (b) (7)(C) started to notate areas that were a problem (b) (6), (b) (7)(C) would certainly be holding overnight accountably, (b) (6), (b) (7)(C) held up (b) (6), (b) (7)(C) hand with finger in (b) (6), (b) (7)(C) as to say be quiet I am still talking.

(b) (6), (b) (7)(C) then started to cry and say how everyone in management picks on (b) (6), (b) (7)(C) and we dont listen, I told (b) (6), (b) (7)(C) that I have gone out of my way to help (b) (6), (b) (7)(C) in this situation but we do not go back to (b) (6), (b) (7)(C) and tell (b) (6), (b) (7)(C) who is doing it and what coachings we do. (b) (6), (b) (7)(C) started to go on about (b) (6), (b) (7)(C) make up running and I said do not worry about that at this point lets deal with the actual issue. (b) (6), (b) (7)(C) then very loudly told me (b) (6), (b) (7)(C) would worry about that as (b) (6), (b) (7)(C) has to be on the floor with the public. I started to feel (b) (6), (b) (7)(C) did nothing but belittle my position or other managers and that we do nothing at all. (b) (6), (b) (7)(C) stated she loves everyone, (b) (6), (b) (7)(C) said did (b) (6), (b) (7)(C) love overnight associates and (b) (6), (b) (7)(C) between tears, (b) (6), (b) (7)(C) said yes and that (b) (6), (b) (7)(C) was constantly in fear of being fired every day and not one shows (b) (6), (b) (7)(C) respect. (b) (6), (b) (7)(C) stated the company basically is useless and that (b) (6), (b) (7)(C) knows (b) (6), (b) (7)(C) will be fired and cannot wait for that day. Once again (b) (6), (b) (7)(C) started to get loud, at this point I stood up and said this conversation is over and asked (b) (6), (b) (7)(C) to go back to work as we are getting of the subject.

After the conversation I was told by numerous associates (b) (6), (b) (7)(C) had gone to them and discuss this conversation and how we did not listen to (b) (6), (b) (7)(C) again. This has become a daily conversation with (b) (6), (b) (7)(C) everyday (b) (6), (b) (7)(C) says (b) (6), (b) (7)(C) work is not be done by overnights and that (b) (6), (b) (7)(C) does not have time to do (b) (6), (b) (7)(C) own job as (b) (6), (b) (7)(C) is always doing theirs. (b) (6), (b) (7)(C) continues daily to say (b) (6), (b) (7)(C) is on guard and is the only one held accountable for (b) (6), (b) (7)(C) job and that (b) (6), (b) (7)(C) is disrespected by management. On Tuesday (b) (6), (b) (7)(C) came to me before 8am with various complaints of (b) (6), (b) (7)(C) not being able to do (b) (6), (b) (7)(C) job as (b) (6), (b) (7)(C) was having to reset the pudding aisle.

Wal-mart

(b) (6), (b) (7)(C)

Phone: 740-441-0406 Fax: 740-441-0174

Associate E-mail (b) (6), (b) (7)(C)

Wal-Mart Stores, Inc
2145 Eastern Avenue
Gallipolis, OH 45631

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Associate Issue

(b) (6), (b) (7)(C)

Sent: Wednesday, (b) (6), (b) (7)(C) 2014 10:38 AM

To: (b) (6), (b) (7)(C)

Cc: (b) (6), (b) (7)(C)

Rick,

On (b) (6), (b) (7)(C) 2014 (b) (6), (b) (7)(C) came into the Ad Office when (b) (6), (b) (7)(C) and I were talking about our daily tasks. When (b) (6), (b) (7)(C) walked in (b) (6), (b) (7)(C) flung the door open and came straight to (b) (6), (b) (7)(C) complaining about how all of the aisles in grocery were plugged. Then (b) (6), (b) (7)(C) tried to speak and then (b) (6), (b) (7)(C) pointed her finger at (b) (6), (b) (7)(C) and shouted, "I'm not talking to you! I'm talking to (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)." After that (b) (6), (b) (7)(C) calmed (b) (6), (b) (7)(C) down and allowed (b) (6), (b) (7)(C) to talk. Then (b) (6), (b) (7)(C) informed (b) (6), (b) (7)(C) politely that (b) (6), (b) (7)(C) was unaware of the situation, and that (b) (6), (b) (7)(C) would address the situation tonight with (b) (6), (b) (7)(C) stockers. (b) (6), (b) (7)(C) also informed (b) (6), (b) (7)(C) that if there were any other issues that (b) (6), (b) (7)(C) had that (b) (6), (b) (7)(C) could come to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) would try to help (b) (6), (b) (7)(C) the best (b) (6), (b) (7)(C) could. So then (b) (6), (b) (7)(C) went on saying that (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) don't do their jobs and that (b) (6), (b) (7)(C) has to wear a (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) cries here everyday. Also (b) (6), (b) (7)(C) said how the store was set up to fail since day one of (b) (6), (b) (7)(C) because of the managers enforcing (b) (6), (b) (7)(C) to order. Then (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) loved everyone and that third shift needed to do their job because (b) (6), (b) (7)(C) doesn't have time to do (b) (6), (b) (7)(C) because of these issues. At this time (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) had already covered these issues and they would look into them conversation over.

Later on during the day (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) from personal and (b) (6), (b) (7)(C) from UPC came to me and said they felt uncomfortable and almost threatened because they could hear (b) (6), (b) (7)(C) yelling hateful things in the office next door. Everyday (b) (6), (b) (7)(C) comes to (b) (6), (b) (7)(C) or myself to complain about how this company sucks and nobody does their job but (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) knows (b) (6), (b) (7)(C) is going to be fired and cant wait to be fired. Overall the incident with (b) (6), (b) (7)(C) involved (b) (6), (b) (7)(C) covering many broad subjects, yelling at (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) and pointed (b) (6), (b) (7)(C) finger in (b) (6), (b) (7)(C) face in a bullying way and manner. Not only has this turned into a incident today but a continuous problem that happens daily.

Sincerely,

(b) (6), (b) (7)(C)

On (b) (6), (b) (7)(C) 2014 (b) (6), (b) (7)(C) approached (b) (6), (b) (7)(C) on the salesfloor about items in grocery being plugged. (b) (6), (b) (7)(C) thanked (b) (6), (b) (7)(C) for bringing this to (b) (6), (b) (7)(C) attention and that (b) (6), (b) (7)(C) most definitely would look into this concern. (b) (6), (b) (7)(C) waited for (b) (6), (b) (7)(C) to arrive in which (b) (6), (b) (7)(C) then flung open the door to the AD and came straight up to (b) (6), (b) (7)(C) and began complaining about plugging in grocery. The (b) (6), (b) (7)(C) was also in the office and tried to speak up to hear (b) (6), (b) (7)(C) concern regarding third shift's stocking. (b) (6), (b) (7)(C) then pointed (b) (6), (b) (7)(C) finger in (b) (6), (b) (7)(C) face and shouted "I'm not talking to you." (b) (6), (b) (7)(C) went on to ensure (b) (6), (b) (7)(C) would also look into the issue and address it appropriately. (b) (6), (b) (7)(C) continued to go on and on to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) saying things like " (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) do not do their jobs, the store was set up to fail since day one because of the managers, and that (b) (6), (b) (7)(C) is tired of third shift not doing their jobs. This entire conversation was held with (b) (6), (b) (7)(C) yelling as loudly as (b) (6), (b) (7)(C) could. Multiple associates in nearby locations such as UPC, personnel, and the breakroom reported hearing (b) (6), (b) (7)(C) screaming and yelling very hateful things at management. Several associates voiced concern about feeling uncomfortable and almost threatened by (b) (6), (b) (7)(C) on a daily basis comes to management, ZMS's, and other associates complaining about (b) (6), (b) (7)(C) job, management, and how (b) (6), (b) (7)(C) knows (b) (6), (b) (7)(C) is going to get fired and cannot wait. (b) (6), (b) (7)(C) has been addressed multiple times regarding respect for the individual and still cannot practice this basic belief and continued to disrespect management and associates.

This is copied in it entirety from the Exit Form Created on (b) (6), (b) (7)(C) 2014 Action# (b) (6), (b) (7)(C)

Wal-mart*

(b) (6), (b) (7)(C)

Phone: 740-441-0406 Fax: 740-441-0174

Associate E-mail

(b) (6), (b) (7)(C)

Wal-Mart Stores, Inc.
2145 Eastern Avenue
Gallipolis, OH 45631

Save Money. Live Better.

(b) (6), (b) (7)(C)

This was not a Red Book

TAB 19

**Wal-Mart Stores, Inc.
EXIT INTERVIEW**

Printed From GAIN
Associate Information

Associate Name (b) (6), (b) (7)(C) WIN : (b) (6), (b) (7)(C) SSN # :

Address :

US Phone:

Facility #:2605 Division # : 1 Associate Type: Hourly

Last Worked Date (b) (6), (b) (7)(C) 2014 Effective Date: (b) (6), (b) (7)(C) 2014

Last Position Held:- Last Rate of Pay:

Company Property Information

The following applicable Wal-Mart property must be collected at the time of Exit Interview.

☐ Badge ☐ Discount Card ☐ Membership Card ☐ Company Issued Clothings ☐ Weight Belt
☐ Box Cutter ☐ Freezer Gear

Note : To be considered for re-employment, you must re-apply. Your previous work record with Wal-Mart Stores, Inc. will be reviewed.

The Company assumes no obligation to contact you for possible re-employment. Where state laws allow, a Neutral Reference will be provided to external employers seeking information regarding your employment with Wal-Mart Stores, Inc. Dates of employment and last position held is the only information that will be released.

Summary of Termination Information

Termination Type: Involuntary Termination

Eligible for Rehire Status: Rehirable

Termination Reason: Misconduct With Coachings

Last Day Worked: (b) (6), (b) (7)(C) 2014

Manager Comments

On (b) (6), (b) (7)(C) 2014 (b) (6), (b) (7)(C) approached (b) (6), (b) (7)(C) on the salesfloor about items in grocery being plugged. (b) (6), (b) (7)(C) thanked (b) (6), (b) (7)(C) for bringing this to (b) (6), (b) (7)(C) attention and that (b) (6), (b) (7)(C) most definitely would look into this concern. (b) (6), (b) (7)(C) waited for (b) (6), (b) (7)(C) to arrive in which (b) (6), (b) (7)(C) then flung open the door to the AD and came straight up to (b) (6), (b) (7)(C) and began complaining about plugging in grocery. The (b) (6), (b) (7)(C) was also in the office and tried to speak up to hear (b) (6), (b) (7)(C) concern regarding third shift's stocking. (b) (6), (b) (7)(C) then pointed (b) (6), (b) (7)(C) finger in (b) (6), (b) (7)(C) face and shouted "I'm not talking to you." (b) (6), (b) (7)(C) went on to ensure (b) (6), (b) (7)(C) would also look into the issue and address it appropriately. (b) (6), (b) (7)(C)

Signatures

Associate Name :	(b) (6), (b) (7)(C)	Date:		Electronic Acknowledge:	No
Supervisor Name :	(b) (6), (b) (7)(C)	Date:	(b) (6), (b) (7)(C) 2014	Electronic Acknowledge:	Yes
Witness Name :	(b) (6), (b) (7)(C)	Date:	(b) (6), (b) (7)(C) 2014	Electronic Acknowledge:	Yes

Provided below is important information related to your separation....

COBRA	Continuation of Benefits
DISCOUNT CARD - RETIREE	Application Information
LIFE INSURANCE	Conversion of Benefits
PROFIT SHARING	Account Information
STOCK OWNERSHIP	Account Information
401K	Account Information
RESOURCES FOR LIVING	Counseling Service

(b) (6), (b) (7)(C)

Walmart

Manager Comments

On (b) (6), (b) (7)(C) 2014 (b) (6), (b) (7)(C) approached (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) on the salesfloor about items in grocery being plugged. (b) (6), (b) (7)(C) thanked (b) (6), (b) (7)(C) for bringing this to (b) (6), (b) (7)(C) attention and that (b) (6), (b) (7)(C) most definitely would look into this concern. (b) (6), (b) (7)(C) waited for (b) (6), (b) (7)(C) to arrive in which (b) (6), (b) (7)(C) then flung open the door to the AD and came straight up to (b) (6), (b) (7)(C) and began complaining about plugging in grocery. The (b) (6), (b) (7)(C) was also in the office and tried to speak up to hear (b) (6), (b) (7)(C) concern regarding third shift's stocking. (b) (6), (b) (7)(C) then pointed (b) (6), (b) (7)(C) finger in (b) (6), (b) (7)(C) face and shouted "I'm not talking to you." (b) (6), (b) (7)(C) went on to ensure (b) (6), (b) (7)(C) would also look into the issue and address it appropriately. (b) (6), (b) (7)(C) continued to go on and on to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C), saying things like " (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) do not do their jobs, the store was set up to fail since day one because of the managers, and that (b) (6), (b) (7)(C) is tired of third shift not doing their jobs. This entire conversation was held with (b) (6), (b) (7)(C) yelling as loudly as (b) (6), (b) (7)(C) could. Multiple associates in nearby locations such as UPC, personnel, and the breakroom reported hearing (b) (6), (b) (7)(C) screaming and yelling very hateful things at management. Several associates voiced concern about feeling uncomfortable and almost threatened by (b) (6), (b) (7)(C) on a daily basis comes to management, ZMS's, and other associates complaining about (b) (6), (b) (7)(C) job, management, and how (b) (6), (b) (7)(C) knows (b) (6), (b) (7)(C) is going to get fired and cannot wait. (b) (6), (b) (7)(C) has been addressed multiple times regarding respect for the individual and still cannot practice this basic belief and continued to disrespect management and associates.

TAB 20

(b) (6), (b) (7)(C)

Sent: Sunday, (b) (6), (b) (7)(C) 2014 11:37 AM

To: (b) (6), (b) (7)(C)

On (b) (6), (b) (7)(C) came in at 5am to do (b) (6), (b) (7)(C) termination. The night before (b) (6), (b) (7)(C) called me to inform me that (b) (6), (b) (7)(C) termination was approved and that (b) (6), (b) (7)(C) came in at 5am the next day and since I had to do the termination it would be a good idea to come in at 5am to take care of it early.

(b) (6), (b) (7)(C) and I met in the SM office and typed up the termination. We also had an officer come and wait in the AP office in case things went bad. We did not have to use the officer though.

(b) (6), (b) (7)(C) went and got (b) (6), (b) (7)(C) and brought (b) (6), (b) (7)(C) back to office in which I began explaining that the events on (b) (6), (b) (7)(C) have lead to accountability which for (b) (6), (b) (7)(C) was now termination. These events were documented in statements from the individuals involved as well summarized in (b) (6), (b) (7)(C) termination comments. At first (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) did not remember the events but within minutes recalled the events. (b) (6), (b) (7)(C) said it was a shame we were doing this, we were doing this because (b) (6), (b) (7)(C) is a (b) (6), (b) (7)(C) yr associate. (b) (6), (b) (7)(C) made several comments regarding other associates such as that (b) (6), (b) (7)(C) is mean and evil but we continue to let (b) (6), (b) (7)(C) work here because we are evil too. (b) (6), (b) (7)(C) brought up a previous associate that was terminated roughly a year ago as well, (b) (6), (b) (7)(C) saying that was wrong as well. (b) (6), (b) (7)(C) did say (b) (6), (b) (7)(C) should never have got the write up for the NCNS but (b) (6), (b) (7)(C) did not argue it at the time because (b) (6), (b) (7)(C) was so beat down and didn't have it in (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) had hugged (b) (6), (b) (7)(C) the day before and (b) (6), (b) (7)(C) had made the comment "now don't go fire me now." (b) (6), (b) (7)(C) told me that other associates think I am a (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) says (b) (6), (b) (7)(C) doesn't think that and I have never been that way with (b) (6), (b) (7)(C) but that is what other associates think of me and (b) (6), (b) (7)(C) hoped I can change. When I said I did not want to make a scene out of this today (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) would not because I respected (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) would respect me back. (b) (6), (b) (7)(C) asked me if I liked doing this and if (b) (6), (b) (7)(C) knew about it and when did (b) (6), (b) (7)(C) know. I told I never like having to terminate an associate and yes (b) (6), (b) (7)(C) was aware of this and that I did not know when was made aware. I walked with (b) (6), (b) (7)(C) to grocery BR so (b) (6), (b) (7)(C) could get some belongings (b) (6), (b) (7)(C) had there and then to (b) (6), (b) (7)(C) locker to clean it out. While in the grocery BR (b) (6), (b) (7)(C) began to cry again and asked for a hug and hugged me. When we were done at (b) (6), (b) (7)(C) locker (b) (6), (b) (7)(C) also hugged (b) (6), (b) (7)(C) We then walked (b) (6), (b) (7)(C) out the front doors.

(b) (6), (b) (7)(C) did stay in the parking lot roughly 2 more hours talking to and hugging other associates. No one has said anything to me regarding (b) (6), (b) (7)(C) termination at all.

(b) (6), (b) (7)(C)

Store 2605, Market 220

Gallipolis Wal-mart*

2145 Eastern Ave

Gallipolis, Ohio 45631

Phone: 740-441-0406 Fax: 740-441-0174

(b) (6), (b) (7)(C)

Save Money * Live Better

TAB 21

[illegible]

TAB 22

[illegible]

[illegible]

[illegible]

TAB 23

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

TAB 24

	A	B	C	D	E	F
1	HireDt	EffDt	TermDt	FirstName	StrJobDesc	LeaveReason
2	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	MISCOND W/COACHINGS
3	2012	2012	2013			MISCOND W/COACHINGS
4	1999	2009	2013			MISCOND W/COACHINGS
5	2011	2012	2013			MISCOND W/COACHINGS
6	1998	2008	2013			MISCOND W/COACHINGS
7	2012	2012	2012			MISCOND W/COACHINGS
8	2013	2013	2013			MISCOND W/COACHINGS
8	2012	2012	2013			MISCOND W/COACHINGS

TAB 25

Wal-Mart Stores, Inc.

Customer Service Scheduling Availability

Associate

Dear Associate:

Thank you for your continued service with Wal-Mart. We strive to provide flexible hours for our Associates while ensuring excellent customer service. Wal-Mart recognizes that opportunities may arise that require an Associate to change their availability. We respect your request to do so. However, we want to remind you how our scheduling process works. We must ensure that we have trained Associates available when our customer traffic is heaviest. Wal-Mart tracks information about where and what time of day our customers are shopping. This aids management in scheduling Associates properly to assist our customers. Your open availability is important to this process. Changing your availability could affect the number of hours you receive. If you have any questions, please see your facility manager.

(b) (6), (b) (7)(C)

(P)

(Social Security Number)

Please indicate the hours you ARE AVAILABLE to work. Changes to your availability must be approved by your facility manager.

Wal-Mart Is your store 24 hours? Please circle: Yes No

Store # (Shift times vary in 24 hr. facilities Please see the Personnel Manager for shift times.)

2605

Saturday Sunday Monday Tuesday Wednesday Thursday Friday

Store Shifts
(extends slightly beyond
store hours)

0:00-24:00

Overnight

21:00-9:00

Receiving Shifts

Your availability:

Start Time

Any

Any

4Am

4Am

4Am

4Am

4Am

Stop Time

11

11

5Pm

5Pm

5Pm

5Pm

5Pm

Are you requesting a status change?

NO

YES

If YES, Part Time to Full time (over 29 hours)

Full Time to Part Time (under 29 hours)

Weekly

Daily

Minimum hours requested weekly

Maximum hours requested weekly (not to exceed 40 hours)

Minimum hours requested daily

Maximum hours requested daily

Please indicate any reoccurring times you are not available to work. Some examples include night classes every other Thursday night, military service duty the 2nd weekend of every month, etc.

Beginning
Day Time

Ending
Day Time

Exception
(how often it occurs)

Date To
Begin End

You MUST be available for a minimum of 16 hours per week.

(b) (6), (b) (7)(C)

Associate's Signature

(b) (6), (b) (7)(C)

Date

(b) (6), (b) (7)(C)

Facility

Manager's Signature

Date

(b) (6), (b) (7)(C)

This form is no guarantee of a shift or minimum number of hours.

Associate Information Form

The following information is requested solely for record-keeping purposes and will not be used in any decision affecting your continued status as an Associate of Wal-Mart Stores, Inc.

Date (b) (6), (b) (7)(C) 08 SSN: _____ Birth Date _____

Name (as it appears on your Social Security Card) and Contact Information

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
(Last Name) (Middle Initial)

Name to appear on Name Badge (b) (6), (b) (7)(C)

Street Address: _____ Apt. # _____

City: _____ State _____ Zip Code _____

Home Phone _____ Alternate Phone: _____

Work Phone _____

County _____ Country _____

Emergency Contact Information

Primary Contact

Name _____

Address _____

City/State _____

Zip Code _____

Telephone _____

Secondary Contact (Optional)

Name _____

Address _____

City/State _____

Zip Code _____

Telephone _____

THE ASSOCIATE AND WAL-MART STORES, INC. ACKNOWLEDGE THAT THIS FORM DOES NOT CREATE AN EXPRESS OR IMPLIED CONTRACT OF EMPLOYMENT OR ANY OTHER CONTRACTUAL COMMITMENT. EMPLOYMENT WITH WAL-MART IS ON AN AT-WILL BASIS, WHICH MEANS THAT EITHER WAL-MART OR THE ASSOCIATE IS FREE TO TERMINATE THE EMPLOYMENT RELATIONSHIP AT ANY TIME FOR ANY OR NO REASON, CONSISTENT WITH APPLICABLE LAW.

WAL★MART STORES, INC.

ACKNOWLEDGMENT OF RECEIPT OF ALCOHOL AND DRUG ABUSE POLICY

I have received and read a copy of Wal-Mart Stores, Inc. **ALCOHOL AND DRUG ABUSE POLICY** ("POLICY"). I understand that such drug testing may consist of the taking of urine and/or blood samples or any other medically recognized test designed to detect traceable amounts of drugs or alcohol in the body. Any positive result in the initial procedures will automatically be confirmed by GC/MS method (Gas Chromatography/Mass Spectrometry).

I understand that if such testing indicates the presence of illegal drugs or abuse of prescription drugs (taking someone else's medication) in my body in any detectable amount, I will be terminated.

I further understand that testing for alcohol will be administered by blood sample. Any associate testing at .04% Blood Alcohol Content (BAC) or above will be considered under the influence, resulting in automatic termination for violation of company policy.

Job offers are made contingent upon passing Wal-Mart's drug test. As a condition of employment, applicants must agree to successfully complete a drug test in compliance with this Policy and Procedures. Applicants who have received job offers are cautioned against giving notice at their current job, or incurring any costs associated with accepting employment with Wal-Mart until after the results of the test have been received by Wal-Mart. Applicants who fail the drug test or do not report to the collection facility within 24 hours of being instructed will have their offer of employment withdrawn and may not re-apply with the company for a minimum of one (1) year.

I hereby acknowledge all of the above drug testing policies and procedures and the use by Wal-Mart of results thereof in further determining my continued employment with this company. Associates who refuse to timely submit a specimen for testing, or refuse to sign a consent form will be considered to have voluntarily resigned his or her employment. I understand this is not a contract for employment and that I remain "terminable at will" and free to resign at any time I wish.

(b) (6), (b) (7)(C)

DATE

(b) (6), (b) (7)(C)

Associate's Social Security Number

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

DEPARTMENT ORIENTATION CHECKLIST

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

ASSOCIATE'S NAME

DATE OF HIRE

SOCIAL SECURITY #

SUPERVISOR

Write the date the topic was completed
and Initial by associate and
Supervisor/Personnel Manager/Trainer
(Use "NA" if section does not apply)

1. Explain the Company's Safety Statement of Policy and the importance placed on Risk Control (First page of the Safety Handbook).
2. Review Safety Handbook and how it applies in this department.
3. Review proper Lifting Techniques including the "Green Zone" concept.
4. Explain how to wear the Back Support Belt and when it should be worn in department.
5. Review the Chemicals used (not sold) in the department and the following procedures:
 - * Explain Hazards associated with each Chemical used in department.
 - * Demonstrate the proper method of Handling each Chemical.
 - * Demonstrate how to wear Personal Protective Equipment if required.
 - * Explain how to Clean Up a chemical spill and proper Disposal Procedures.
 - * Show location and Demonstrate the use of the Emergency Eye Wash Station.
6. Demonstrate safe operating procedures on all Power Equipment used in dept including:
 - * Explain Assoc. Under 18 Years Old Are Prohibited From Operating Power Equipment
 - * How to operate equipment and consistent use of Machine Guarding.
 - * Demonstrate how to wear Personal Protective Equipment if required.
 - * Demonstrate proper Lock Out Procedures and when to lock out equipment.
 - * Demonstrate safe operating procedures when using the Baler / Trash Compactor.
 - * Demonstrate how to Clean equipment including Lock Out procedures if required.
7. Explain the Emergency Evacuation Process including exits and where to meet outside.
8. Review the importance of maintaining Open Exits and never block with merchandise.
9. Review the proper use of Box Cutters and policy on unauthorized cutters.
10. Explain Zone Defense and Safety Sweep and importance of cleaning up spills immediately.
11. Review the Bloodborne Pathogens exposure control plan.
12. Show Ladder location(s) and explain dept. policy on using Ladders.
13. Demonstrate Proper Stacking of Merchandise, 18 inch clearance to water sprinkler heads.
14. Review expectation of Good Housekeeping and Cleanliness.
15. Explain Safety Team activities and encourage ideas and participation.
16. Review policy of Reporting Accidents / Incidents Immediately.

PLEASE COMPLETE THE CHECKLIST WITHIN 2 WEEKS OF HIRE/REASSIGNMENT DATE
(File the completed form in a binder and store in the Personnel Manager's office)

WAL-MART STORES, INC.
STATEMENT OF CONFIDENTIALITY

(b) (6), (b) (7)(C)

Hourly Supervisors

~~Personnel Managers~~ play an important role in our Wal-Mart Stores.

As part of your daily responsibilities, you will be exposed to other Associates' wages and personal information contained within their personnel file. This information and any other information that an Associate discusses with you is confidential and cannot be discussed with anyone other than a supervising member of management. Disclosure of confidential information pertaining to wages or other personal information will be considered misconduct, which may result in disciplinary action, up to and including termination of employment.

I, (b) (6), (b) (7)(C) agree to the standards established by this Statement of Confidentiality as long as I am an Associate of Wal-Mart Stores, Inc. and realize that a violation of these standards may lead to disciplinary action, up to and including termination of my employment with Wal-Mart Stores, Inc.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Date

2/20/05

Facility Number

(b) (6), (b) (7)(C)

Date

01